



## DEPARTMENT OF THE NAVY

NAVAL SCHOOL OF HEALTH SCIENCES  
BETHESDA, MARYLAND 20889-5611

IN REPLY REFER TO  
NSHSBETHINST 6120.1  
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OCT 6 1994

### NSHS BETHESDA INSTRUCTION 6120.1

From: Commanding Officer

Subj: COMPETENCE FOR DUTY EXAMINATIONS

Ref: (a) HSETCINST 6120.1B  
(b) NSHS CDO/OOD Watch Standers Guide  
(c) MCM 1984  
(d) NSHSINST 5810.1J

Encl: (1) NAVMED Form 6120/1 (Rev 1-82)

1. Purpose. To provide direction concerning competence for duty examinations for active duty personnel as outlined in references (a) and (b).

#### 2. Background

a. Competence for duty of persons in the uniformed services is defined as the ability to perform competently the duties which the individual normally would be assigned. In cases involving possible intoxication, drug addiction, drug abuse or adverse reaction to medication and other unusual circumstances, there is a need to know if the individual concerned can exercise sound and full mental and physical abilities, is capable of performing assigned tasks, or poses a danger to self or others. When properly completed, enclosure (1) provides information designed to assist in determining an individual's competence for duty.

b. Bodily views and intrusions, including seizures of bodily fluids for the purpose of gathering evidence, are governed by Rule 312 of reference (c), which shall be carefully reviewed prior to any intrusion or seizure. A search authorization issued under Rule 315 of reference (c) shall be based upon probable cause. Reference (d) provides guidance for searches and seizures.

3. Applicability. This instruction applies to all uniformed services personnel assigned to the Naval School of Health Sciences (NSHS), Bethesda, Maryland. Echelon V Detachments will establish similar guidelines in consonance with the guidance contained in this directive and related directives issued by higher authority.

#### 4. Policy

a. A competence for duty examination is appropriate to determine if a member is able to safely perform his or her duty or to ensure the member receives proper medical care.

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b. A competence for duty examination may not be used for disciplinary action against an active duty member.

c. Evaluations for sobriety and other substances must be carefully made. In instances requiring samples of body fluids for therapeutic purposes, such samples may be drawn and may be used both for medical and appropriate evidential purposes. The Staff Judge Advocate's Office or the Military Justice Office will provide assistance in determining the most appropriate method to obtain evidence for use in disciplinary proceedings.

d. Competence for Duty Examinations may be ordered by the Commanding Officer, the Executive Officer, Directors or the Command Duty Officer (CDO).

#### 5. Action

a. Directors and CDO watch standers are responsible for knowledge of and compliance with this instruction when requesting a competence for duty examination.

b. The official requesting the competence for duty examination shall provide a competent staff member as escort to deliver the person to be examined, along with the completed NAVMED Form 6120/1, to the Emergency Room, National Naval Medical Center (NNMC), Bethesda. The escort is to remain with the examinee until the examination is completed.

c. The official requesting a competence for duty examination is responsible for contacting the NSHS Chief Master at Arms (CMAA) to inform him or her that an examination has been ordered.

d. The NSHS CMAA is responsible for keeping the Commanding Officer and Executive Officer informed as to the status of the examination.

#### 6. Procedures

a. Enclosure (1) will be used by the requesting official when requesting competence for duty examinations. The form shall be completed in accordance with the instructions on the form and reference (b).

b. Competence for duty examinations will be requested through the Emergency Room, NNMC, Bethesda.

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c. Upon completion of the competence for duty examination, the NAVMED Form 6120/1 will be reviewed by the requesting official then forwarded to the NSHS CMAA for retention.

  
ANN LANGLEY

Distribution:  
List I & II

INSTRUCTIONS FOR THE USE AND PURPOSE OF THIS FORM ARE CONTAINED IN BUMEDINST 6120.20 SERIES.  
THIS FORM SHALL NOT BE USED FOR PROCEDURES PERFORMED FOR CLINICAL OR THERAPY PURPOSES.

DEFINITION OF COMPETENCE FOR DUTY

**PERSONS IN THE NAVAL SERVICE:** The ability to perform fully the naval duties to which the individual normally would be assigned. (Note: A person who has indulged in intoxicating beverages, narcotics or dangerous drugs to such an extent as to impair sensibly the rational and full exercise of his mental and physical faculties cannot be entrusted with the duties incident to naval service. The fact that a person is in a patient, leave, or liberty status is immaterial to the determination of his competence to perform his naval duties.)

**FOR ALL OTHERS:** The mental and physical ability to perform fully any task or service which the individual may normally be expected to perform.

INSTRUCTIONS

- Items 1-12 shall be completed in duplicate by the commanding officer or other proper authority requesting examination.
- Items 13-48 shall be completed by medical officer conducting examination. Under item 13, History, include information provided by examinee as to ingestion and quantity of alcoholic beverage, narcotic, drug substance, or food, and time taken. Note any evidence of disease or injury (other than the condition promoting this examination) in item 16.
- When conducting an examination for competence for duty and individual is accused or suspected of an offense, comply with BuMedInst 6120.20 series.
- All treatment provided at the time of examination shall be entered on form NAVMED 6150/3, Sick Call Treatment Record.

A. REQUEST FOR EXAMINATION

1. TO:	2. DATE	3. TIME (Hours)
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It is requested that a physical examination be given the following individual to determine competence for duty.

4. NAME (Last, first, middle)	5. GRADE OR RATE	6. DUTY STATION
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7. REASON FOR REFERRAL

☐ Check here if laboratory analysis is desired.

8. SIGNATURE (Requester)	9. GRADE OR RATE	10. TITLE
11. NAME OF REQUESTER (Type-write or print in ink)		12. DUTY STATION

CLINICAL EXAMINATION

HISTORY

14. GENERAL APPEARANCE (Include appearance of clothing)	15. MENTAL STATE
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16. DISEASES OR INJURIES (Other than the condition prompting this examination, per inst. 2 above)

17. TEMPERATURE	18. PULSE (Rate and character)
19. BLOOD PRESSURE	
20. FACE (Flushed, pallid, cyanotic)	21. TONGUE
	22. BREATH
23. SKIN (Warm, cool, moist, dry, pale)	24. SPEECH (Thick, slurred, ability to repeat words such as Merciful, Pedestrian, Peter Piper)
25. EYES (Size of pupils, reaction to light, conjunctivae, etc.)	

